



Policy No: SJD/YP/03	Authorised by: Davina Powell	Review Date: 10th August 2023
Policy Date: 3rd April 2021		Date of Next Review: 10th August 2024
BEHAVIOUR MANAGEMENT		

Introduction

This policy is applicable to all SJD Homes Staff. Young people of SJD Homes will be made aware of the policy and the agreed permissible forms of control. It seeks to provide all involved with a framework within which positive behaviour can be promoted and managed while protecting young people and staff.

It is unreasonable to expect young people not to misbehave from time to time. Whether it is verbal or a direct challenge to staff authority, there will always be times when staff need to employ the use of control and discipline. Good order is also a necessary aspect of family life to enable young people to develop in a safe and secure environment.

Caring for looked after children can be a complex, difficult, stressful, yet rewarding task. SJD Homes recognise that staff need relevant information, support, and training to assist them in offering excellent quality care to our children and young people. We also recognise that children and young people in care require carers who have the skills, knowledge, and abilities to manage their behaviour appropriately in order for them to be able to take advantage of the "life chances" which they are afforded.

Support given to a young person who is living at SJD Homes is paramount and we ensure that the welfare of the young person is safeguarded and protected. Young people living in Care are all subject to individual circumstances which can result in feelings of hurt, fear and sadness. Such feelings, together with previous experiences, can at times be expressed in behavioural terms. At the same time, young people will grow up in a world where people will not always take account of their difficult past experiences. They need to be able to act with consideration for others and for themselves.

CONTEXT

It is important to recognise that children and young people living in care will not always respond to discipline in the way that those in the community may respond. There are several aspects to this:

- They may have been through experiences that have led to them having an extremely low view of themselves. They may feel failures, worthless and deserving of punishment.
- They may be accustomed to punishment and to having nothing.
- They may find it difficult to use intrinsic or social rewards.
- They may find it difficult to maintain motivation and relationships with staff and peers.
- Difficult behaviour is often a means of coping with difficult emotions and extreme situations
- All children and young people are different and management strategies needs to be individual and tailored to the young person and their current situation. Approaches are likely needed to change over time.

- Young people will need repeated opportunities to learn positive coping tailored to their current situation. Approaches are likely to need to change over time.

PRINCIPLES

Principles which seek to guide staff in promoting and managing positive behaviour are:

- Praise for all good behaviour
- Seeking to reward good behaviour
- Adopting a non-confrontational approach
- Establishing a good relationship/ rapport with young people based on mutual respect
- Establishing house rules which are consistent, explicit, and applicable to all young people within the household
- Acknowledging and appreciating the past life experiences which young people bring
- The use of age, and developmental stage-appropriate sanctions - but only, when necessary, not as routine
- Receiving training which covers both the origins of behaviour and standard techniques/strategies
- Having access to resources
- Working within a multi-agency context
- Working with the young person and enabling the young person to express their wishes and feelings

Behaviour Management

The aim of the policy and associated procedures and training is to equip staff with the knowledge and skills to be able to manage young people's behaviour with confidence.

PROMOTING POSITIVE BEHAVIOUR

The Support Worker

It is expected that support workers will:

- encourage socially acceptable behaviour
- assist young people in recognising the consequences of their behaviour
- develop the young person's positive coping strategies
- assist young people in recognising their feelings and the impact of these on their behaviour
- maintain and build relationships, sense of self-worth, motivation, and experience of success, ensuring that all young people feel valued
- assist young people to develop resilience
- develop inner control so that in time they will learn self-control and are motivated towards improved behaviour

Environment

SJD Homes staff should provide a positive environment for the children and young people in their care by:

- being good role models of positive behaviour
- Praising and rewarding positive behaviour (either through simple verbal praise or planned reward systems)
- encouraging an atmosphere of mutual respect between carers, children and young people

- ensuring that all children and young people and young people feel valued

Practice

- SJD Homes Management and staff should develop a shared approach to interactions, rewards and sanctions that is made explicit and open to young people.
- There should be regular reviews of the ways management strategies are working.
- Carers should use a range of ways of managing situations.
- Carers should be mindful of maintaining the balance between criticism and praise. Children and young people are more likely to use suggestions towards change if these are made in a positive way suggesting what a young person might do rather than what they should not do and talked about in small doses alongside praise for success and achievement.
- Carers and managers should regularly discuss what sanctions are being used to ensure that they are safe as well as effective.

Rewards and sanctions will be more successful if they are applied fairly and in the context of relationships between carers, children and young people which are based on mutual respect.

PERMITTED SANCTIONS

The techniques that are deployed will be largely dependent on the young person's individual circumstances and needs and should also be relevant to their age and developmental stage. The aim is always to reduce and/or eradicate unacceptable behaviour by responding in a positive and consistent manner.

Occasionally, carers will need to exercise sanctions for unacceptable behaviour in the home and the following actions are permitted:

Disapproval

For disapproval of a behaviour to be effective, and have an influence on the young person, the quality of the relationship between the child or young person and carer is of great importance. 'Disapproval' should not be practiced over extended periods of time, nor should it involve other children or young people.

Verbal Reprimand

This can be used where the child or young person's behaviour is clearly outside the boundaries of acceptance. At no time should intimidating or threatening language or manner be used.

Time Out

This can be used as a calming down period – removing a young person to another area. If a person is asked to leave the home this should only be for a short period e.g., 5 minutes to calm down to prevent escalation of a behaviour. Carers should be clear that the child or young person or others are not put at risk by them being outside the home.

Financial Reparation

The appropriation of pocket money or savings to repair damage or for the replacement of loss. This should only be used as a direct consequence of the willful damage to property, misappropriation of moneys or for payment of a Court imposed fine. Restitution may be in full, in part or merely token but young people and young people must not be deprived of more than two thirds of their total spending money for the week

Withholding Pocket Money

Pocket money can be rationed for a specific period and must be saved to be returned to the young person.

Property Confiscated

This can only be used if the property is connected to the misbehaviour, e.g., removal of stereo if persistently playing too loud. The period for which it is to be confiscated must be realistic and made clear to the young person. Items that will not be returned would be alcohol, illegal drugs, or weapons.

